



TEXAS

PASADENA

Pasadena Independent School District
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Program Overview

The Pasadena Independent School District uses a school-based, pay-for-performance program that rewards campus teams for attaining Exemplary status as determined by the state's accountability system, which is known as the Texas Academic Excellence Indicator System (AEIS). For a school to attain Exemplary status, all students in the school and each demographic subgroup must achieve a pass rate of 90 percent on the TAKS, and the dropout rate must be 1 percent or less for all students and each subgroup. In past years, the plan also recognized schools who achieved "Recognized" status, but that tenet of the plan was eliminated this year.

The award size is based on the number of educators, paraprofessionals, and support staff at each campus. A campus that earns "Exemplary" status receives \$839 for each professional educator unit, \$105 for each paraprofessional unit, and \$65 for each support staff unit. A steering committee at each campus determines how to distribute this award funding to staff in the school.

Principals and assistant principals are also eligible for performance awards based on their campus's performance. Principals whose campuses achieve Exemplary receive a \$1,612 bonus. Also, if a particular campus serves a disadvantaged population, principals and assistant principals receive additional bonuses that range from \$20 to \$70 per employee and \$216 to \$645 per principal, depending on the percentage of the population that is disadvantaged. Assistant principals are eligible for 65 percent of the total award given to their principal.



Program Information

- [2008-2009 Performance Pay Plan Information](#)
- [TAKS Information Booklet](#)
- [Overview of the Academic Excellence Indicator System](#)

Related Articles and Reports

- Texas Association of School Boards. (October 29, 2005). [Performance Pay in Texas Public Schools.](#)